

69TH AIR DEFENSE ARTILLERY BRIGADE



SOLDIER RISK ASSESSMENT AND COUNSELING (SRAC) PROGRAM

14 September 2009

The purpose of the SRAC program is to provide leaders with a tool to assist in identifying high risk Soldiers in order to discuss areas of concern and identify available controls to counter hazards.

DEPARTMENT OF THE ARMY
Headquarters, 69th Air Defense Artillery Brigade
10053 Battalion Avenue
Fort Hood, TX 76544

AETV-GW-CD

1 January 2009

MEMORANDUM FOR all 69th ADA Brigade Soldiers (assigned/attached)

SUBJECT: 69th ADA Brigade Commander Policy Letter, 69-18; Soldier Risk Assessment and Counseling (SRAC) program

1. References:

- a. AR 385-10, Army Safety Program
- b. FM 5-19 Composite Risk Management

2. The purpose of the SRAC program is to provide leaders with a tool to assist in identifying high risk Soldiers in order to discuss areas of concern and identify available controls to counter hazards.

3. The SRAC program will reduce risks associated with risky off duty behavior. Nothing we do in peacetime is worth an injury or death to one of our Soldiers or Family members. The prevention of accidents, risky behavior, and correcting safety violations is everyone's responsibility! Take the time to think about what you are doing and do not stand by and let another Soldier take an unnecessary risk. The key to the SRAC program is first line leaders counseling on SRAC assessments rated as high. Also, first line leaders and the chain of command must ensure that near term and long term rehabilitative training and counseling assessments are conducted.

4. We cannot afford to lose a life and must remain vigilant to ensure that our young Soldiers avoid risky off-duty behavior. CDRs and 1SGs will ensure that the TTPs listed in this program are adhered to immediately upon identification of a Soldier rated as high IAW the SRAC Matrix.

5. Effective 1 January 2009, all Soldiers will adhere to the 69th ADA Brigade Soldier Risk Assessment and Counseling (SRAC) program.

6. Point of contact for this action is the Brigade DCO at 287-7360.



TEDD J. PRITCHARD
CSM, USA
Brigade Command Sergeant Major



JAMES H. JENKINS III
COL, AD
Commanding

69th ADA Brigade Soldier Risk Assessment and Counseling

(This form is to be maintained by the First line leader in a secure location. It must be safeguarded against unauthorized access. It serves as a method to monitor and mitigate risk for the Soldier.)

Limited Use Policy and Non-disclosure agreement:

Although Soldiers maintain the right to refuse to answer any portion of the questionnaire, the purpose of this counseling is to help Soldiers. To encourage an open counseling session and truthful answers, this counseling session will operate under a Limited Use Policy. Any information concerning possible illegal behavior derived solely from the questionnaire and counseling session cannot be used for UCMJ or Adverse administrative action. Additionally, information gathered will be safeguarded and any unauthorized disclosure may result in UCMJ action against the person who released the information unless described in the PRIVACY ACT STATEMENT below. Any information collected that may create a security clearance mandatory reporting issue must be reported IAW AR 380-67, para 9-104. In addition, collecting this information may create domestic violence mandatory reporting requirements in certain States to the appropriate authorities.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 U.S.C. Section 3013, Secretary of the Army; AR 385-10, Army Safety Program; E.O. 9397 (SSN); and Department of the Army systems notice A0001b AHRC, Unit Administrative Personnel Records.

PRINCIPAL PURPOSE: To assist leaders in identifying, assessing, and controlling risks and making informed decision to mitigate these risks.

ROUTINE USES: In addition to those disclosures generally permitted under 5 U.S.C 552a(b) of the Privacy Act, these records or information contained therein may specifically be disclosed outside the DoD as routine use pursuant to U.S.C 552a(b)(3) as follows: To victims and witnesses of a crime for Assistance Program, regarding the investigation and disposition of an offense. In addition, the DoD 'Blanket Routine Uses' published at the beginning of the Army's compilation of systems of records notices also apply to this.

DISCLOSURE: Disclosure of your social security number and personal information to complete the Soldier Risk Assessment and Counseling is voluntary.

Steps for Using the SRAC

1. First line leaders will maintain one SRAC for each soldier. An initial SRAC will be conducted on all Soldiers to determine the level of risk. Soldiers considered low or medium risk will be re-evaluated quarterly. **Soldiers considered high risk will be re-evaluated on a monthly basis until SM is no longer high risk.**
2. The leader will utilize the Soldier's SRAC when they conduct their monthly performance counseling sessions with the Soldier. The leader should use pencil when filling out the SRAC as it will be used for a 12 month period. The leader will ask the questions and record the answers. Then score the answer for each section on the "Risk Target."
3. The leader and Soldier will jointly discuss areas of concern and identify counter measures. If action is required utilize the POC list provided at the back of the SRAC.
4. The leader should follow up with the Soldier to ensure any counter measures which required action are completed. By identifying risks and intervening to reduce those risks we can help our Soldiers lead more productive lives and increase mission accomplishment. Ensure you discuss relevance of the subjects identified in the SRAC and how they affect both the individual and unit goals.

(NOTE: The object is to identify and reduce risk, not punish the Soldier. The non-disclosure statement is intended to help Soldiers answer questions honestly without fear of reprisal.)

Discussion Points

- Counseling is available to assist you with any area of concern.
- You are an important part of the 69th ADA Brigade; your contributions make a difference! You can save your own life! Be an adult!
- Regardless of your rank, if you see an unsafe act you must say something, you may be the one person who breaks the chain of unsafe acts leading to an accident.
- You need to keep an eye on your buddies; you should all work to help each other.

Means to Mitigate Risk

- Motorcycle Safety Foundation Sponsored Riders Course (MSF)-not only is it required if you plan to operate a motorcycle on or off the installation, but it will make you a better rider.
- Driver Improvement Training (DIT) - squad leaders will direct Soldiers to this training if the Soldier has driving issues or was cited for a moving violation outlined in the Fort Hood Safety Plan.
- Simply knowing what programs are out there and using those programs can often stop a potential issue; the CRC website provides the tools and resources. www.crc.army.mil
- Physical Training is a great way to reduce stress!

The risk assessment tool focuses on seven predominant areas or high-risk behaviors; however there are several additional areas that might suggest that a Soldier is of greater risk to self, unit, friends, or family. The following list indicates or leads to possible trends of high risk behaviors.

SEXUAL BEHAVIOR/ASSAULT: Soldier is known to have multiple sex partners, or engages in unprotected sex.

SEXUALLY TRANSMITTED DISEASES: Soldier has been diagnosed for a sexually transmitted disease such as HIV, Gonorrhea, Syphilis, Herpes, or Venereal Warts.

ALCOHOL/DRUG ABUSE: Soldier has tested positive for, or is suspected of illegal drug use; is known to abuse alcohol or has been apprehended for DWI, drunk and disorderly conduct, or public intoxication; those enrolled into ASAP

TRAFFIC OFFENSES: Consider all moving traffic violations.

SUICIDE/PARASUICIDE: Soldier is withdrawn, depressed or communicates suicidal thoughts or intent.

EMOTIONAL PROBLEMS: Soldier is moody, irritable, and angry, depressed, or has low self-esteem.

FINANCIAL: Soldier is known to have financial problems such as bad checks, indebtedness, repossessions or calls from creditors.

RELATIONSHIP PROBLEMS: Soldier is known to have severe conflicts in relationships with spouse, children, or friends.

WORK PROBLEMS: Soldier is not a team player, does not get along with peers, consistently late for work, failure to complete assigned task, or lacks initiative.

AWOL POTENTIAL: Soldier has been AWOL, or in the leaders' view, the Trooper has AWOL potential due to other allegations or problems.

LEGAL PROBLEMS: Soldier has custody, alimony, support disputes or other legal problems which may be detrimental to the Soldier's welfare and readiness.

HOUSING PROBLEMS: Soldier is in danger of losing quarters through eviction or has received a warning letter.

SAFETY: Soldier demonstrates unsafe work habits or personal behavior.

INJURIES/ACCIDENTS: Soldier has been injured resulting in lost work days.

RECURRING SICK CALL: Soldier uses sick call excessively.

EQUAL OPPORTUNITY: Soldier is the victim/perpetrator of racial slurs, jokes, or sexually offensive remarks.

Use this form to complete the SRAC questionnaire

SEXUAL BEHAVIOR		ALCOHOL BEHAVIOR	
QUESTION	RATING 1-3	QUESTION	RATING 1-3
A		A	
B		B	
C		C	
D		D	
E		E	
F		F	
GRAND TOTAL		GRAND TOTAL	

DRUG BEHAVIOR		Violence/Depression	
QUESTION	RATING 1-3	QUESTION	RATING 1-3
A		A	
B		B	
C		C	
D		D	
E		E	
F		F	
GRAND TOTAL		GRAND TOTAL	

FINANCIAL		DRIVING	
QUESTION	RATING 1-3	QUESTION	RATING 1-3
A		A	
B		B	
C		C	
D		D	
E		E	
F		F	
GRAND TOTAL		GRAND TOTAL	

GENERAL		Relationship Problems	
QUESTION	RATING 1-3	QUESTION	RATING 1-3
A		A	
B		B	
C		C	
D		D	
E		E	
F		F	
GRAND TOTAL		GRAND TOTAL	

SM risk level= _____

Upon completion use this answer key to determine Soldiers' risk level. Keep this form as a reference for future counseling sessions.

Soldier Risk Assessment and Counseling Program (SRAC) Questionnaire

Risk rating scheme: Low=1 point; Medium=2 points; High=3 points

Sexual Behavior

- a. How many times have you had unprotected sexual intercourse during the last 12 months: (outside of wedlock) 1 or less=Low; 2 or more=High
- b. In the last month, how frequently did you or your partner use birth control during sexual intercourse that may prevent an unplanned pregnancy?
Always=Low; 50% of time=Medium; Rarely=High
- c. How many partners have you had sexual intercourse with over the past 12 months?
1 or less=Low; 2-5=Medium; 6 or more=High
- d. How many times have you been tested for a sexually transmitted disease in the past 12 months?
0-2=Low; 3-6=Medium; 7 and above=High

Alcohol Behavior

- a. On Average, how many drinks (beer, liquor, wine) per week do you consume?
0-3=Low; 4-13=Medium; 14 or more: High
- b. On average, how many drinks do you consume in a 24 hour period?
0-3=Low; 4-6=Medium; 7 or more=High
- c. During the past 30 days, how many times did you operate a motor vehicle while drinking alcohol?
0= Low; 1 or more=High
- d. How often do you drink alcohol when you are upset or stressed?
Rarely=Low; Sometimes=Medium; Often=High
- e. Have you ever been apprehended for driving while impaired/intoxicated?
Never=Low; 1 or more=High
- f. How often do you plan alternate means to get home when going out when you will be drinking alcohol, i.e. Designated driver, taxi, etc.?
Always=Low; Sometimes=Medium; Rarely=High

Drug Behavior

- a. How often, in the last 30 days, were you in an environment where illegal drugs were used?
0-1=Low; 2 or more=High
- b. In the last 5 years, how often have you used illegal drugs?
0-3=Low; 4-10=Medium; 11 or more=High
- c. Have you ever tested positive on a urinalysis?
No=Low; Yes=High

Soldier Risk Assessment and Counseling Program (SRAC) Questionnaire

d. How many times have you tested positive on a urinalysis?

0-1=Low; 2 or more=High

e. In the past 5 years, how often have you shared prescription medication?

0-1=Low; 2-3=Medium; 4 or more=High

Violence/Depression

a. During the past 30 days, how many times have you been in a physical fight?

0=Low; 1 or more=High

b. During the last 30 days, did you get so mad that you wanted to hit, slap, or physically hurt anyone?

No=Low; Yes=High

c. How often during the last 30 days have you felt depressed?

Rarely=Low; Sometimes=Medium; Often=High

d. How often have you had thoughts of hurting yourself?

Never=Low; Sometimes=High

e. In the past year, have you had a death in your family or loved one?

No=Low; Yes=High

Financial

a. Do you have a budget that you use each month to pay your bills?

Yes=Low; No=High

b. How much credit card debt do you have?

\$0-2500=Low; \$2501-5000=Medium; \$5001 or more=High

c. Do you only make minimum payments on credit card debt?

No, always pay more=Low; Pay more occasionally=Medium; Never, can't afford to=High

d. How frequently do you find yourself struggling to pay bills, provide for your family, or have bill collectors hounding you at your home?

Never=Low; Sometimes=Medium; Often=High

e. Have you ever had an AER, Omni, Pioneer or other loan?

0=Low; 1=Medium; 2 and more=High

Driving

a. In the last 30 days how many traffic citations have you received?

0=Low; 1=Medium; 2 or more=High

b. How often do you wear a seatbelt?

Always=Low; Sometimes=High (Automatic Red-High Risk)

c. On average how much do you exceed the speed limit?

0-5 miles=Low; 6-10 miles=Medium; 11 or more=High

Soldier Risk Assessment and Counseling Program (SRAC) Questionnaire

d. In the last year, how many at fault vehicle accidents have you been involved in?

0=Low; 1 or more=High

e. How often do you wear PPE (motorcycle personnel)?

Always=Low; Sometimes=High

General

a. In the last 30 days, how many times have you been counseled for poor performance or conduct, on or off duty?

0=Low; 1=Medium; 2 or more=High

b. In the last year, how many times have you received UCMJ action?

0=Low; 1 or more=High

c. Do you participate in extreme sports?

No=Low; Yes=High

d. How old are you?

18-23=High; 24-30=Medium; 31 and older= Low

e. Are you currently flagged/ barred from re-enlistment or pending chapter?

No=Low; Yes=High

f. Have you ever contemplated going AWOL or not returning from leave?

No=Low; Yes=High

Relationship Problems

a. Are you currently experiencing conflict in your relationship with your significant other?

No=Low; Yes=High

b. Is your significant other currently deployed or in a different location than you?

No=Low; Yes=High

c. Have you ever been voluntarily separated from your significant other for conflict/communication reasons?

No=Low; Yes=High

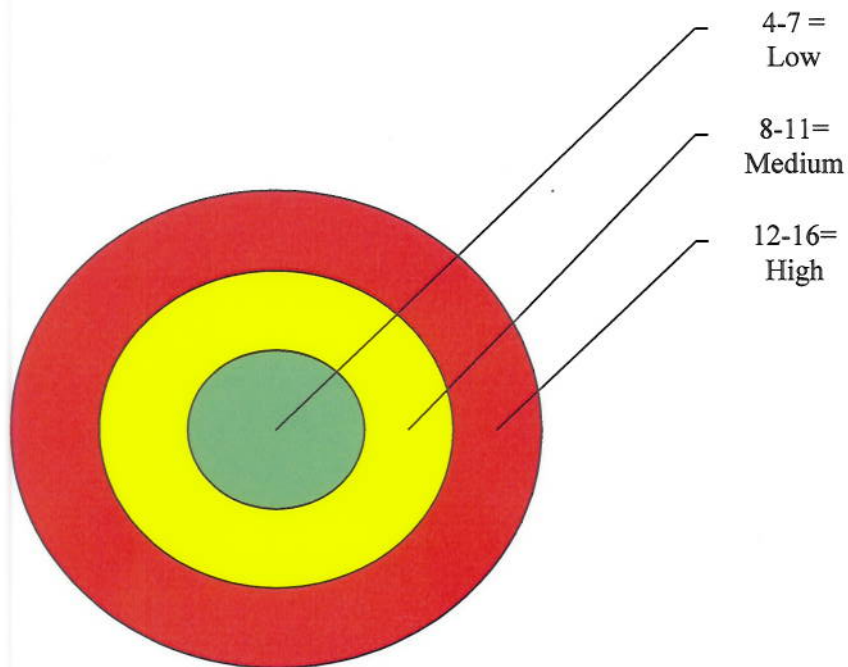
d. Are you currently undergoing counseling for your relationship?

No=Low; Yes=High

Soldier Risk Assessment and Counseling (SRAC)

BULLS EYE CHART – “Risk Target”

Score each category of questions and record on the “Risk Target.”



Review Soldier’s response to questions.

Low = 1 point
Medium = 2 points
High = 3 points

Now score each group of questions:

4-7 = Green (Low Risk)

No countermeasures necessary

8-11 = Amber (Medium Risk)

Countermeasures must include education, coaching and mentoring on the steps to take to reduce the risk-see countermeasures page

12-16 = Red (High Risk)

Countermeasures require command involvement and referrals to appropriate agencies-see countermeasures page.

POINTS OF CONTACT

ACS:	ACS MAIN DESK	287-3663
ASAP:	ASAP OFFICE	287-2892
CHAPLAIN:	"HELP LINE"	287-7716
MENTAL HEALTH CLINIC:	MAIN DESK	285-6347
OCCUPATIONAL HEALTH:	MAIN DESK	288-8040
INSTALLATION SAFETY:	LON COOPER	285-5913
SJA (LEGAL ASSISTANCE):	Customer Service	287-7901
FAMILY ADVOCACY:	ACS MAIN DESK	287-CARE (2273)
BDE SAFETY:	SFC MARGIS	
BDE STAFF DUTY:	DUTY DESK	287-7360

WEBSITES OF INTEREST

www.armyonesource.com

www.hooah4health.com

<http://combatingaggressivedriving.com/training.php>

https://crcapps2.crc.army.mil/ako_auth/TRIPS/default.aspx

Counter Measures TTPS

Financial Behavior

Medium risk measures:-Counsel Soldier on the importance of having a budget.

-Encourage the use of available financial services (ACS)

-<http://www.armycommunityservice.org>

High risk measures:-Inform command

-Refer to ACS, Legal

-CDR/1SG plan of action: All Soldiers that receive an AER loan, follow-up with unit CFS training, and ensure budget plans are working; E1-E-4 will attend mandatory financial planning classes.

Drug Behavior

Medium risk measures:-Counsel Soldier on the risks associated with picking the wrong friends etc.

-Counsel Soldier on the available services

-<http://www.drugfreeamerica.org>

High risk measures:-Inform command

-Refer to SARS/ASAP (<http://ascap.army.mil>)

-CDR/1SG plan of action: Send to CID, ASAP, conduct health & welfare, conduct random UA, schedule drug abuse prevention training @ 618-7446 and no pass privileges.

Vehicle Behavior

Medium risk measures:-Counsel Soldier regarding safe driving.

-Website review on safe driving <https://crc.army.mil/home/>

High risk measures:-Inform command.

-Refer to defensive driving class or 4 hour remedial driving class.

Violence/Depression

Medium risk measures:-Counsel Soldier on available services and encourage self referral.

-Review commander's domestic violence policy with Soldier

-Website review on mental health (<http://www.cdc.gov>)

High risk measures:-Inform command

-Command refer to mental health

Sexual Behavior

Medium risk measures:-Counsel Soldier regarding risks & sends to "Prevention of STI" Training from the public health nurse @287-6788.

-Website review (<http://www.cdc.gov>)

High risk measures:-Inform command

-Refer to preventive medicine and/or consider a unit briefing if significant numbers indicate a unit problem.

-1SG encourages Soldiers to pickup condoms at Communicable Disease Services (CDS), Monroe, Thomas Moore, or Bennett Health Clinic.

Alcohol Behavior

Medium risk measures:-Counsel Soldier regarding risks.

- Inform of available services

- Website review (<http://www.alcoholics-anonymous.org>)

High risk measures:-Inform command

- SARS/ASAP referral (<http://acsap.army.mil>)

- CDR/1SG plan of action- refer SM to ASAP, be more vigilant in the barracks, emphasize DD program

- Take alcohol privileges

Suicide Gestures & Attempts

- CDR/1SG plan of action- if a Soldier tests positive for drugs, see the Chaplain.

- Conduct mental health appointment

- Conduct unit suicide awareness training

- Establish a battle buddy 24/7

- NCOs check on the Soldier every night and on weekends

AWOL

- CDR/1SG plan of action: conduct inventory of military and personal items immediately; store items in the absentee baggage area.

- S1 process the DA Form 4187

- Speed the chapter process, part I&II, mental evaluations, and debt avoidance

- Promptly respond to delinquent AWOL section

SOLDIER RISK REDUCTION PROGRAM

Commanders Quick Resource List

RISK FACTOR	RESOURCE
DEATHS	Contact your Battalion Chaplain to schedule critical incident briefings. POC for data is Casualty Assistance Office, Mr. Lee Price at 288-5609.
ACCIDENTS	Use of Safety Center's Commander's Toolbox and safety trained unit personnel. For additional assistance contact III Corps Safety Office, POC Mr. William Gibson at 287-4261
INJURIES	Use of Safety Center's Commander's Toolbox and safety trained unit personnel. For additional assistance contact III Corps Safety Office, POC Mr. William Gibson at 287-4261
STD'S	Communicable Disease Service at 288-2068 to schedule prevention education classes. POC Ms. Rosa Bega-Miranda.
SUICIDE GESTURES AND ATTEMPTS	Contact Comanche Chapel to schedule suicide prevention education classes. POC Chaplain Kelly at 288-6546; Resilience and Restoration Center, Bldg 36009 Triage Walk-In clinic during duty hours. ER after duty hours at 285-6881/6863
AWOLS	Emergency Services Police(ESP) POC Mr. Ricky Rounds at 553-0469
DRUG OFFENSES	Emergency Services Police(ESP) POC Mr. Ricky Rounds at 553-0469
ALCOHOL OFFENSES	Emergency Services Police(ESP) POC Mr. Ricky Rounds at 553-0469
TRAFFIC VIOLATIONS	Emergency Services Police(ESP) POC Mr. Ricky Rounds at 553-0469
CRIMES AGAINST PERSONS	Emergency Services Police(ESP) POC Mr. Ricky Rounds at 553-0469
CRIMES AGAINST PROPERTIES	Emergency Services Police(ESP) POC Mr. Ricky Rounds at 553-0469
SPOUSE ABUSE	Family Advocacy Program (FAP) at 288-5338 to schedule mandatory annual prevention education classes. POC Ms. Barbara Myers at Barbara.M.Myers @Conus.army.mil; Department of Social Work, 288-6474
CHILD ABUSE	Family Advocacy Program (FAP) at 288-5338 to schedule mandatory annual prevention education classes. POC Ms. Barbara Myers at Barbara.M.Myers @Conus.army.mil; Department of Social Work, 288-6474
FINANCIAL PROBLEMS	Contact Financial Readiness Branch to schedule education classes at 287-8500 POC Ms. Karen Bradshaw.
POSITIVE URINALYSIS/ COUNSELING/ TREATMENT	Army Substance Abuse Program (ASAP) at 618-7446 to schedule prevention education classes, referrals, counseling and treatment. POC Mr. Willie Shipman.
SEXUAL ASSAULT	Sexual Assault prevention Program at 24/7 hotline 702-4953 POC for Annual Mandatory Sexual Assault Prevention Program Training is Ms. Dana Becker at 288-5583.
PDHRA	Post Deployment Health Reassessment at 287-2405 POC Ms. Kathalene Allen. To schedule appointments POC SGT Delarosa at 287-2639.

[illegible]